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## B. AMENDMENTS TO THE CLAIMS

1. (Currently Amended) A computer-implemented method for managing an employee by a plurality of managers, said method comprising:  
receiving, over a network, evaluation data pertaining to the employee from each of the managers;  
calculating, by a computer system attached to the network, a combined evaluation for the employee from the received evaluation data;  
receiving, over the network, planning factors data pertaining to the employee from each of the managers;  
calculating, by the computer system attached to the network, a combined planning factors for the employee from the received planning factors data; and  
storing the combined evaluation and the combined planning factors in an employee profile data area corresponding to the employee.
2. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
storing the evaluation data and the planning factors data in the employee profile data area.
3. (Currently Amended) The computer-implemented method as described in claim 1 wherein at least one of the planning factors is selected from the group consisting of salary planning data, stock option planning data, award planning data, and promotion planning data.
4. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:

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identifying an allocation percentage for each of the managers, the allocation percentage indicating an allocation of the employee to the manager; weighting the planning factors data received from each manager with the allocation percentage corresponding to each manager, wherein calculating the combined planning factors includes using the weighted planning factors; and weighting the evaluation data received from each manager with the allocation percentage corresponding to each manager, wherein calculating the combined evaluation includes using the weighted evaluation data.

5. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
displaying the planning factors data provided by each of the managers on a plurality of display devices, wherein each display device corresponds to one of the managers;  
receiving comments corresponding to the displayed planning factors data from at least one of the managers;  
receiving a revision request from one of the managers corresponding to the planning factors data;  
revising the planning factors data in response to the revision request; and  
storing the revised planning factors data in the employee profile data area.

6. (Currently Amended) The computer-implemented method as described in claim 5 further comprising:  
recalculating the combined planning factors data in response to the revisions; and

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dynamically displaying the revised planning factors data on each of the display devices.

7. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
displaying the evaluation data provided by each of the managers on a plurality of display devices, wherein each display device corresponds to one of the managers;  
receiving comments corresponding to the displayed evaluation data from at least one of the managers;  
receiving a revision request from one of the managers corresponding to the evaluation data;  
revising the evaluation data in response to the revision request; and  
storing the revised evaluation data in the employee profile data area.
8. (Original) An information handling system comprising:  
one or more processors;  
a memory accessible by the processors;  
one or more nonvolatile storage devices accessible by the processors; and  
a matrix management tool to manage an employee by a plurality of managers, the matrix management tool including:  
means for receiving evaluation data pertaining to the employee from each of the managers;  
means for calculating a combined evaluation for the employee from the received evaluation data;  
means for receiving planning factors data pertaining to the employee from each of the managers;

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means for calculating a combined planning factors for the employee from the received planning factors data; and

means for storing the combined evaluation and the combined planning factors in an employee profile data area corresponding to the employee.

9. (Original) The information handling system as described in claim 8 further comprising:

means for storing the evaluation data and the planning factors data in the employee profile data area.

10. (Original) The information handling system as described in claim 8 wherein at least one of the planning factors is selected from the group consisting of salary planning data, stock option planning data, award planning data, and promotion planning data.

11. (Original) The information handling system as described in claim 8 further comprising:

means for identifying an allocation percentage for each of the managers, the allocation percentage indicating an allocation of the employee to the manager;

means for weighting the planning factors data received from each manager with the allocation percentage corresponding to each manager, wherein calculating the combined planning factors includes using the weighted planning factors; and

means for weighting the evaluation data received from each manager with the allocation percentage corresponding to each manager, wherein calculating the combined

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evaluation includes using the weighted evaluation data.

12. (Original) The information handling system as described in claim 8 further comprising:

means for displaying the planning factors data provided by each of the managers on a plurality of display devices, wherein each display device corresponds to one of the managers;

means for receiving comments corresponding to the displayed planning factors data from at least one of the managers;

means for receiving a revision request from one of the managers corresponding to the planning factors data;

means for revising the planning factors data in response to the revision request; and

means for storing the revised planning factors data in the employee profile data area.

13. (Original) The information handling system as described in claim 8 further comprising:

means for displaying the evaluation data provided by each of the managers on a plurality of display devices, wherein each display device corresponds to one of the managers;

means for receiving comments corresponding to the displayed evaluation data from at least one of the managers;

means for receiving a revision request from one of the managers corresponding to the evaluation data;

means for revising the evaluation data in response to the revision request; and

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means for storing the revised evaluation data in the employee profile data area.

14. (Currently Amended) A computer program product stored in a computer operable media, the computer operable media containing instructions for execution by a computer, which, when executed by the computer, cause the computer to implement a method for managing an employee by a plurality of managers, said computer program product method comprising:

~~means for~~ receiving evaluation data pertaining to the employee from each of the managers;

~~means for~~ calculating a combined evaluation for the employee from the received evaluation data;

~~means for~~ receiving planning factors data pertaining to the employee from each of the managers;

~~means for~~ calculating a combined planning factors for the employee from the received planning factors data; and

~~means for~~ storing the combined evaluation and the combined planning factors in an employee profile data area corresponding to the employee.

15. (Currently Amended) The computer program product as described in claim 14 ~~further comprising: wherein the method further comprises:~~

~~means for~~ storing the evaluation data and the planning factors data in the employee profile data area.

16. (Original) The computer program product as described in claim 14 wherein at least one of the planning factors is selected from the group consisting of salary planning data,

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stock option planning data, award planning data, and promotion planning data.

17. (Currently Amended) The computer program product as described in claim 14 ~~further comprising:~~ wherein the method further comprises:

~~means for~~ identifying an allocation percentage for each of the managers, the allocation percentage indicating an allocation of the employee to the manager;

~~means for~~ weighting the planning factors data received from each manager with the allocation percentage corresponding to each manager, wherein calculating the combined planning factors includes using the weighted planning factors; and

~~means for~~ weighting the evaluation data received from each manager with the allocation percentage corresponding to each manager, wherein calculating the combined evaluation includes using the weighted evaluation data.

18. (Currently Amended) The computer program product as described in claim 14 ~~further comprising:~~ wherein the method further comprises:

~~means for~~ displaying the planning factors data provided by each of the managers on a plurality of display devices, wherein each display device corresponds to one of the managers;

~~means for~~ receiving comments corresponding to the displayed planning factors data from at least one of the managers;

~~means for~~ receiving a revision request from one of the managers corresponding to the planning factors data;

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~~means for~~ revising the planning factors data in response to the revision request; and

~~means for~~ storing the revised planning factors data in the employee profile data area.

19. (Currently Amended) The computer program product as described in claim 18 ~~further comprising:~~ wherein the method further comprises:

~~means for~~ recalculating the combined planning factors data in response to the revisions; and

~~means for~~ dynamically displaying the revised planning factors data on each of the display devices.

20. (Currently Amended) The computer program product as described in claim 14 ~~further comprising:~~ wherein the method further comprises:

~~means for~~ displaying the evaluation data provided by each of the managers on a plurality of display devices, wherein each display device corresponds to one of the managers;

~~means for~~ receiving comments corresponding to the displayed evaluation data from at least one of the managers;

~~means for~~ receiving a revision request from one of the managers corresponding to the evaluation data;

~~means for~~ revising the evaluation data in response to the revision request; and

~~means for~~ storing the revised evaluation data in the employee profile data area.

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